

House File 314

S-3114

1 Amend House File 314, as amended, passed, and reprinted by
2 the House, as follows:

3 1. By striking everything after the enacting clause and
4 inserting:

5 <Section 1. Section 8.6, Code 2023, is amended by adding the
6 following new subsection:

7 NEW SUBSECTION. 17. *County information.* To annually
8 compile the information submitted to the department of
9 management by county boards of supervisors pursuant to section
10 331.303, subsection 10A. The director shall make the compiled
11 information available to county compensation boards for review
12 as described in section 331.907.

13 Sec. 2. Section 331.303, Code 2023, is amended by adding the
14 following new subsection:

15 NEW SUBSECTION. 10A. Annually submit to the department
16 of management for compilation by the department pursuant to
17 section 8.6, subsection 17, all of the following information:

18 *a.* The population of the county according to the most recent
19 federal decennial census.

20 *b.* The annual salary of each elective county office for the
21 two years prior to submission.

22 *c.* The taxable value of property in the county.

23 *d.* The levy rate for each levy imposed by the county.

24 Sec. 3. Section 331.907, subsections 1 and 2, Code 2023, are
25 amended to read as follows:

26 1. *a.* The annual compensation of the auditor, treasurer,
27 recorder, sheriff, county attorney, and supervisors shall be
28 determined as provided in [this section](#).

29 *b.* Prior to the first meeting of the county compensation
30 board for each budget cycle, the members of the county
31 compensation board must become familiar with the requirements
32 of this section and other relevant provisions of law relating
33 to the responsibilities of a county compensation board. The
34 members of the county compensation board may use resources
35 provided by the Iowa state association of counties to satisfy

1 this paragraph.

2 c. (1) The county compensation board annually shall
3 review the compensation paid to comparable officers in other
4 counties of this state, other states, private enterprise, and
5 the federal government. ~~In setting the salary of~~ The county
6 compensation board shall conduct its review as follows:

7 (a) The county compensation board shall review the
8 information compiled by the department of management pursuant
9 to section 8.6, subsection 17.

10 (b) The county compensation board shall review United
11 States department of labor salary statistics for comparable
12 positions in the federal government and the private sector.

13 (c) The county compensation board may review other factors
14 for comparison, including data from county associations,
15 nonprofit organizations, private sector sources, government
16 data, and inflation and cost of living indices.

17 (2) Notwithstanding subparagraph (1), in setting the salary
18 for the county sheriff, the county compensation board shall
19 set the sheriff's salary so that it is comparable to salaries
20 paid to professional law enforcement administrators and command
21 officers of the state patrol, and the division of criminal
22 investigation of the department of public safety, and to city
23 police chiefs employed by cities of similar population to the
24 population of the county.

25 d. The county compensation board shall prepare a
26 compensation schedule for the ~~elective~~ elected county officers
27 for the succeeding fiscal year. The county compensation board
28 shall provide written documentation to the board of supervisors
29 that demonstrates how the county compensation board determined
30 the recommended compensation schedule, including by providing
31 the applicable compensation information for comparable
32 officers in other counties of this state, other states, private
33 enterprise, and the federal government. Such documentation
34 shall be made available to the public.

35 e. A recommended compensation schedule requires a majority

1 vote of the membership of the county compensation board.
2 2. At the public hearing held on the county budget as
3 provided in [section 331.434](#), the county compensation board
4 shall submit its recommended compensation schedule for the
5 next fiscal year to the board of supervisors for inclusion
6 in the county budget. The board of supervisors shall review
7 the recommended compensation schedule for the elected county
8 officers and determine the final compensation schedule, which
9 shall not exceed the compensation schedule recommended by
10 the county compensation board. In determining the final
11 compensation schedule, if the board of supervisors wishes to
12 reduce the amount of the recommended compensation schedule,
13 the amount of salary increase proposed for each elected county
14 officer, except as provided in subsection 3, shall be reduced
15 an equal percentage. The board of supervisors shall not set
16 the compensation for any elected county officer at an amount
17 lower than the compensation of the person holding the office
18 in the year immediately preceding the most recent election for
19 the office. However, the compensation for an elected county
20 officer may be set at less than the compensation of the person
21 holding the office in the year immediately preceding the most
22 recent election for the office if the position is reduced to
23 part-time under the recommended compensation schedule. A copy
24 of the final compensation schedule shall be filed with the
25 county budget at the office of the director of the department
26 of management. The final compensation schedule takes effect on
27 July 1 following its adoption by the board of supervisors.>

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